



U . S . T R A D E A N D D E V E L O P M E N T A G E N C Y

2016 Federal Employee Viewpoint Survey Results

The results of the 2016 Federal Employee Viewpoint Survey (FEVS) are in, and once again, the U.S. Trade and Development Agency (USTDA) is among the highest ranking federal agencies government-wide in its category in the Employee Engagement Index (EEI), which is made up of three sub-factors: Leaders Lead, Supervisors and Intrinsic Work Experience. EEI is a measure of the conditions conducive to the engagement potential of an agency's work environment. USTDA also had top scores in each of the five "Habits of Inclusion" - Fair, Open, Cooperative, Supportive, and Empowering - components of the New IQ Index, which identifies behaviors that help to create an inclusive environment. As noted in OPM's Government-wide Management Report, which aggregates and ranks FEVS results by like-sized agencies, USTDA was the highest ranked very small agency in the New IQ Cooperative factor.

At 70.3%, the agency's response rate was significantly higher than the 46% government-wide response rate. USTDA had a marked increase in positive responses across the board. Twenty questions had double-digit increases in positive scores, including: Q. 32 - "Creativity and Innovation are rewarded" (29.2% increase); Q.18 - "My training needs are assessed" (25.2% increase); and Q. 30 - "Employees have a feeling of personal empowerment with respect to work processes (23.7% increase). Five questions received 100% positive responses: Q.12 - "I know how my work relates to the agency's goals and priorities;" Q.13 - "The work I do is important;" Q.16 - "I am held accountable for achieving results;" Q.28 - "How would you rate the overall quality of work done by your work unit?;" and Q.38 - "Prohibited Personnel Practices are not tolerated."

Consistent with the results from prior surveys, questions related to the reasonableness of workload, resources, pay and work/life support received the highest percentage of negative responses, although some of these questions, notably those related to training, did show improvement in 2016. The FEVS results are used by the agency as a roadmap to acknowledge strengths and identify areas for improvement.